NOTICE TO EMPLOYEES AND MEMBERS

POSTED PURSUANT TO A SETTLEMENT AGREEMENT
APPROVED BY A REGIONAL DIRECTOR OF THE
NATIONAL LABOR RELATIONS BOARD
AN AGENCY OF THE UNITED STATES GOVERNMENT

Federal Law Gives You the Right:

To form, join, or assist unions;
To choose representatives to bargain with us on your behalf
To act together with other employees for your benefit and protection;
To choose not to engage in any or all of these things.

WE WILL NOT accept recognition from and bargain with Whittier Hospital Medical Center ("WHMC") or AIIMC Whittier Hospital Medical Center LP ("AIIMC") as your exclusive bargaining representative unless we first demonstrate that we have obtained status as the majority representative.

WE WILL NOT in any like or related manner frustrate or interfere with your exercise of any of the rights stated above and under Section 7 of the Act.

WE WILL rescind and give no effect to any and all collective-bargaining agreements and/or agreements relating to your terms and conditions of work, which were negotiated with the WHMC and AIIMC.

WE WILL, jointly and severally with the WHMC, reimburse employees for any Union dues and fees collected and forwarded to the Union before December 31, 2004, under the union-security clause; and WE WILL reimburse employees for any Union dues and fees collected and forwarded after December 31, 2004, by AIIMC to the Union.

CALIFORNIA NURSES ASSOCIATION
(Union)

Dated: _____ By: _____
(Signature)
Print name
and Title _____

The National Labor Relations Board (NLRB) is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. The NLRB conducts secret-ballot elections to determine whether employees want union representation and investigates and remedies unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to an agent at the Board's Regional Office set forth below. You may also obtain information from the Board's website: www.nlrb.gov .

National Labor Relations Board, Region 21 Telephone: 213.894.5229
888 South Figueroa Street, 9th Floor

Si quiere, se puede hablar en espanol con un agente de La Junta Nacional de Relaciones del Trabajo en confianza. [A Board agent who speaks Spanish can be made available to speak with you in confidence.] La pagina electronica de red de La Junta Nacional de Relaciones del Trabajo tambien tiene informacion en espanol: www.nlrb.gov [Information in Spanish is also available on the Board's website: www.nlrb.gov.]

THIS IS AN OFFICAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the above Regional Office.